# Description of the HR Analytics Dashboard

The HR Analytics Dashboard provides a comprehensive overview of employee attrition and related metrics within an organization. It includes key statistics such as the total number of employees, attrition count, attrition rate, average age, average salary, and average years of service. The dashboard also breaks down attrition by demographics (age, gender, education) and job roles, offering insights into patterns and trends. Visualizations like bar charts and pie charts are used to present the data clearly, making it easier to identify critical areas of concern.

Key Findings from the Dataset

* **Attrition Overview**:
  + Total employees: 1,470
  + Attrition count: 237
  + Attrition rate: 16.1%, which is relatively high and warrants further investigation.
* **Demographic Insights**:
  + **Gender**: Males (140) experienced higher attrition than females (79).
  + **Age**: The highest attrition occurred in the 26-35 age group (116 employees), followed by 18-25 (44 employees). This suggests younger employees are more likely to leave.
  + **Education**: Employees with education level 3 (42%) had the highest attrition, followed by level 4 (24%) and level 2 (19%).
* **Job Role Analysis**:
  + **Sales Executive** (63) and **Laboratory Technician** (47) roles had the highest attrition, indicating potential issues in these departments.
  + **Research Director** and **Manager** roles had minimal attrition, suggesting higher job satisfaction or retention strategies in these areas.
* **Salary and Tenure**:
  + Average salary: 6.5K,withmostemployees(49)inthelowestsalaryslab(upto6.5*K*,*withmostemployees*(49)*inthelowestsalaryslab*(*upto*34K). This could indicate dissatisfaction among lower-paid employees.
  + Average years at the company: 7.0 years, but attrition was highest among employees with fewer years of service (e.g., 0-5 years).
* **Departmental Trends**:
  + **The Sales** and **Research & Development** departments showed significant attrition, which may reflect workload, culture, or compensation issues.

This dashboard highlights critical areas for HR intervention to reduce attrition and improve employee retention.